

Message Text

CONFIDENTIAL

PAGE 01 STOCKH 01368 01 OF 02 310258Z
ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/069 W

-----310944Z 075681 /10

R 300806Z MAR 77
FM AMEMBASSY STOCKHOLM
TO SECSTATE WASHDC 0185

C O N F I D E N T I A L SECTION 1 OF 2 STOCKHOLM 1368

STADIS////////////////////////////////////

E.O. 11652: GDS
TAGS: AMGT, PFOR, XX
SUBJECT: PARM - ANNUAL POLICY AND RESOURCE ASSESSMENT - PARTS
II AND III

REF: STATE 038356, STOCKHOLM 1367

1. PART II - RESOURCE ASSESSMENTS
A. EMBASSY RESOURCES REQUIRED TO CARRY OUT THE OBJECTIVES
AND COURSES OF ACTION DESCRIBED IN PART I OF THE POLICY
ASSESSMENT WILL BE ADEQUATE ASSUMING THAT THE EMBASSY'S
FINANCIAL PLAN (DUE IN THE DEPARTMENT IN APRIL), WHICH
CALLS FOR INCREASES IN OUR SALARIES AND EXPENSES ALLOT-
MENTS, IS FUNDED. NO NEW OBJECTIVES ARE PROPOSED THAT
WOULD CALL FOR NEW POSITIONS OR GREATER RESOURCES,
ALTHOUGH THE ARRIVAL OF A NEW AMBASSADOR COULD CHANGE
THIS PICTURE.
B. IN FY 1977, THE INITIAL TARGETED FUNDING LEVEL FOR
SWEDEN AS PROPOSED BY THE BUREAU WAS \$1,025,000 FOR THE
PROGRAM ALLOTMENT AND \$700,000 FOR THE FOREIGN AFFAIRS
ADMINISTRATIVE SUPPORT ALLOTMENT. ACTUAL FUNDING TO DATE
CONFIDENTIAL

CONFIDENTIAL

PAGE 02 STOCKH 01368 01 OF 02 310258Z

IS \$961,200 AND \$657,000 FOR PROGRAM AND FAAS
RESPECTIVELY.
C. THE EMBASSY, IN ACCORDANCE WITH A RECENT REQUEST
TO ALL EUR POSTS, IS PREPARING A REVISED FINANCIAL
PLAN DUE IN MID-APRIL. WE ANTICIPATE THAT APPROXI-
MATELY AN ADDITIONAL \$85,000 FOR PROGRAM AND \$77,000
FOR FAAS WILL BE REQUIRED. THAT PORTION OF THE IN-

CREASE OVER THE EMBASSY/BUREAU ORIGINAL TARGETED FUNDING LEVEL IS DUE PRINCIPALLY TO THE EROSION OF THE DOLLAR VIS-A-VIS THE SWEDISH KRONER.

D. ALMOST ALL OF THE EXPENSES AT BOTH THE EMBASSY AND CONSULATE GENERAL ARE FIXED OR NEARLY NON-CONTROLLABLE, SINCE THEY ARE A DIRECT RESULT OF STAFFING LEVELS (SALARIES, ALLOWANCES, RENTS, SUPPLIES, ETC.). WHILE FUNDING WAS ADEQUATE FOR THE FIRST HALF OF 1977, THE PREVIOUSLY MENTIONED SHORTFALL IS CATCHING UP WITH US, AND IT IS THEREFORE NECESSARY THAT THE INCREASED FUNDING REQUESTED IN THE REVISED FINANCIAL PLAN BE FORTHCOMING. OTHERWISE, DURING THE LATTER HALF OF FY 1977, WE WILL BE FORCED TO SUSPEND TRAVEL, STOP PUBLICATION OF THE COMMERCIAL NEWSLETTER, DEFER PROCUREMENT OF NORMAL SEMI-ANNUAL REQUISITIONS OF SUPPLIES, AND TERMINATE ITS LIMITED PURCHASES OF OFFICE FURNISHINGS AND EQUIPMENT.

E. ASSUMING ADEQUATE FUNDING IS RECEIVED FOR THE REMAINDER OF FY 1977, FUNDING LEVELS FOR FY 1978 AND FY 1979 NEED NOT BE HIGHER, EXCEPT FOR INCREASES REQUIRED TO OFFSET THE EFFECTS OF INFLATION (PRIOR INCREASES), POSSIBLE FLUCTUATIONS IN CURRENCY EXCHANGE RATES, AND CERTAIN MANDATORY INCREASES (ANNUALIZATION, PROMOTIONS, PSI'S, FSL COMPENSATION PLAN REVISIONS, AND ALLOWANCE CHANGES).

F. WE FULLY APPRECIATE THE NEED TO REPROGRAM WHENEVER POSSIBLE TO MEET CHANGING POLICY PRIORITIES. THIS HAS BEEN OUR PRACTICE AND FUTURE PROPOSED REPROGRAMMING IS NOTED IN PART III. ACCORDINGLY, WE ARE NOT REQUESTING CONFIDENTIAL

CONFIDENTIAL

PAGE 03 STOCKH 01368 01 OF 02 310258Z

ANY INCREASE IN STAFFING. (IT SHOULD BE NOTED THAT THE DEPARTMENT HAS PROPOSED THE POSSIBLE ASSIGNMENT OF A TECHNICAL SECURITY OFFICER TO STOCKHOLM TO SERVICE ALL OF SCANDINAVIA. SINCE WE HAVE SUFFICIENT OFFICE SPACE AND ARE CENTRALLY LOCATED, WE SHALL BE HAPPY TO ACCOMMODATE THIS POSITION IN STOCKHOLM, IF THE DEPARTMENT DEEMS IT DESIRABLE).

G. FUNDING OF REPRESENTATIONAL ACTIVITIES HAS LAGGED FOR MANY YEARS BEHIND POST REQUIREMENTS, EXCEPTING FOR A PERIOD OF APPROXIMATELY ONE AND A HALF YEARS, BETWEEN 1972-74, WHEN THERE WAS NO AMBASSADOR ASSIGNED TO SWEDEN. WE KNOW THAT THIS IS A UNIVERSAL PROBLEM, AND WE ALSO NOTE THAT OVER THE PAST COUPLE OF YEARS, SIGNIFICANT PROGRESS HAS BEEN MADE TOWARDS REDUCING THESE SHORTFALLS. HOWEVER, ADDITIONAL REPRESENTATION FUNDS OF APPROXIMATELY \$3,000 PER ANNUM TO THE BASIC ALLOTMENT LEVEL WILL BE REQUIRED IF THE DEPARTMENT IS TO ATTEMPT TO ELIMINATE OUT-OF-POCKET REPRESENTATION EXPENSES IN SWEDEN, WHILE CONTINUING A FULL LEVEL OF

REPRESENTATIONAL ACTIVITIES. THE REOPENING OF A CONSULATE GENERAL IN GOTEBOG NECESSITATES THE PROVISION OF SEVERAL THOUSAND DOLLARS OF REPRESENTATION FUNDS THERE, IF THE CONSULATE GENERAL IS TO FULFILL THE OPPORTUNITIES PRESENT. THIS BASIC INCREASE DOES NOT TAKE INTO CONSIDERATION ANNUAL INCREASES TO OFFSET NORMAL INFLATION WITH ITS RESULTANT HIGHER COSTS FOR ENTERTAINING.

H. WE BELIEVE THAT THE RESOURCES OF OTHER AGENCIES ARE ADEQUATE AND AT AN APPROPRIATE LEVEL TO SUPPORT THE OBJECTIVES OUTLINED IN PART I OF THIS REPORT.

2. PART III - STATE PERSONNEL RECOMMENDATIONS

A. REPROGRAMMING:

1. THE EMBASSY'S FY 1979 STAFFING CHART REFLECTS THE REPROGRAMMING OF ONE FSL POLITICAL ASSISTANT POSITION (006) TO A NEW ECONOMIC/SCIENCE POSITION IF EUR CONCURS. CONFIDENTIAL

CONFIDENTIAL

PAGE 04 STOCKH 01368 01 OF 02 310258Z

WE EXPECT TO BE ABLE TO REDUCE OUR POLITICAL SECTION BY ONE LOCAL POSITION, WITHOUT MATERIALLY AFFECTING OUR REPORTING ACTIVITIES, BY DIVIDING AND REASSIGNING THE POLITICAL ASSISTANT'S FORMER WORK TO THE POLITICAL ANALYST (004) AND THE RESEARCH ASSISTANT (007). THE NEW ECONOMIC/SCIENCE SECRETARY POSITION WOULD PROVIDE SECRETARIAL SERVICES FOR THE SCIENCE ATTACHE AND THREE PROFESSIONAL-LEVEL FSLs WHO CURRENTLY DO SOME OF THEIR OWN TYPING AND ALL OF THEIR OWN FILING AND OTHER CLERICAL TASKS.

CONFIDENTIAL

NNN

CONFIDENTIAL

PAGE 01 STOCKH 01368 02 OF 02 310939Z
ACTION EUR-12

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/069 W

-----310947Z 086646 /10

R 300806Z MAR 77

FM AMEMBASSY STOCKHOLM
TO SECSTATE WASHDC 0186

CONFIDENTIAL SECTION 2 OF 2 STOCKHOLM 1368

STADIS////////////////////////////////////

2. THE EMBASSY PLANS, SUBJECT TO THE BUREAU'S CONCURRENCE, TO REPROGRAM THE LOWER PRIORITY CONSULAR FSL POSITION (EXACT POSITION NUMBER IS UNKNOWN AT THIS DATE) TO A BUILDING MAINTENANCE POSITION IN THE ADMINISTRATIVE SECTION. WE HAVE IN MIND A SKILLED "JACK -OF-ALL-TRADES" WHO COULD UNDERTAKE MOST OF THE SMALLER MAINTENANCE PROJECTS (PARTICULARLY CARPENTRY WORK AND MINOR REPAIRS TO THE EMBASSY AND STAFF APARTMENTS) WHICH ARE NOW CONTRACTED OUT TO LOCAL FIRMS BECAUSE OF THE EMBASSY'S LIMITED MAINTENANCE STAFF. SINCE EMBASSY FSL EMPLOYEES DO NOT HAVE TO PAY THE HIGH SWEDISH INCOME TAX (AND THIS IS REFLECTED IN THE EMBASSY'S REDUCED PAY SCALES), NOR WOULD PROFIT OR OTHER OVERHEAD CHARGES BE PASSED TO THE EMBASSY THROUGH HIGH CONTRACT PRICES, WE ARE CONFIDENT WE COULD SAVE AT LEAST \$15,000 EACH YEAR BY CREATING AND FILLING THIS POSITION.

B. INCREASES/DECREASES:

1. THE EMBASSY UNDERSTANDS THAT THE DEPARTMENT IS CONSIDERING ASSIGNING A TECHNICAL SECURITY OFFICER (TSO), AS NOTED ABOVE, TO SERVE ALL OF SCANDINAVIA. A FINAL DECISION BY THE DEPARTMENT ON THIS IS EXPECTED LATER IN FY 1977, OR PERHAPS IN EARLY FY
CONFIDENTIAL

CONFIDENTIAL

PAGE 02 STOCKH 01368 02 OF 02 310939Z

1978. THE TSO POSITION IS REFLECTED IN THE FY 1979 STAFFING CHART.

C. LOWER PRIORITY POSITIONS:

1. TWO FSL POSITIONS FROM THE WORD PROCESSING CENTER (008 AND 101) CAN BE ABOLISHED FROM THE EMBASSY'S STAFFING COMPLEMENT UNDER OUR PROPOSAL TO CONTRACT ON A NON-PERSONAL SERVICES BASIS WORD PROCESSING OPERATORS TO WORK ONLY AS NEEDED ON A PART-TIME, HOURLY BASIS. (THE FSL POSITIONS ARE CURRENTLY REFLECTED AS CONTINUING IN THE FY 1979 STAFFING CHART).

2. LATER, IN FY 1977, IF FBO APPROVES THE ALREADY PROPOSED STRUCTURAL MODIFICATION TO THE EMBASSY CONSULAR SECTION, WE ANTICIPATE THAT THE RESULTING IMPROVED EFFICIENCY OF THE SECTION WILL ENABLE US TO ABOLISH ONE FSL CONSULAR POSITION (THE EXACT POSITION TO BE DETERMINED LATER). AS NOTED PREVIOUSLY, IT IS THE EMBASSY'S INTENTION TO REPROGRAM THIS POSITION TO THAT OF A BUILDINGS MAINTENANCE ASSISTANT; THIS REPROGRAMMING IS REFLECTED IN THE FY 1979 STAFFING CHART.

3. AGAIN CONTINGENT UPON COMPLETION OF THE REMODELING OF THE CONSULAR SECTION, THE EMBASSY ANTICIPATES THAT IT COULD ABOLISH POSITION 136 - VISA OFFICER, WITHOUT ANY SIGNIFICANT NEGATIVE IMPACT ON THE CONSULAR SECTION'S OPERATION.

4. THE ABOVE POSITIONS HAVE BEEN IDENTIFIED AS REQUESTED, BUT THEIR DELETION HAS NOT BEEN REFLECTED ON THE PROJECTED FY 1979 STAFFING CHART.

D. MISSION STAFFING CHART:

EMBASSY - CURRENT FY 1977 (AS OF 3/31/77)

AGENCY

FUNCTION	AMERICAN OFFICERS	AMERICAN STAFF	FSL PROFESSIONALS	PRO- FSL STAFF
STATE				
EXECUTIVE	2	2		
POLITICAL	2	1	1	1
LABOR	1			1
CONFIDENTIAL				

CONFIDENTIAL

PAGE 03 STOCKH 01368 02 OF 02 310939Z

CONSULAR	4	-#	2	7
ECON/COMM	7	1	3	8
SCIENCE	1		1	
ADMIN	5	4	3	27(INCLUDES
			6 DAS)	

COMMUNICATIONS### 2 3

SECURITY ### 1 1##

(REGIONAL SCANDINAVIA)

OTHER AGENCIES

USIS	4	1	4	15
DAO	5	6		4
AGRICULTURE	1		1	2
COMMERCE	1		1	4

#EXCLUDES EMBASSY'S ONE AMERICAN PIT POSITION THROUGH 8/31/77.

##EXCLUDES MARINE SECURITY GUARD DETACHMENT OF NCOIC AND 7 WATCHSTANDERS.

STAFF INCLUDED IN ADMIN. TOTAL PER STATE 058858.

CONSULATE GENERAL

CG	1		1	
CONSULAR	1			2
COMMERCIAL			1	
ADMIN			2	

OTHER AGENCIES

USIS 1

EMBASSY - PROJECTED FY 1979

EXECUTIVE	2	2		
POLITICAL	2	1	1	
LABOR	1			1
CONSULAR	4	-#	2	6
ECON/COMM	7	1	3	9
SCIENCE	1		1	

ADMIN 6 4 3 28(INCLUDES
6 DAS)
COMMUNICATIONS### 2 3
SECURITY### 2 1##
CONFIDENTIAL

CONFIDENTIAL

PAGE 04 STOCKH 01368 02 OF 02 310939Z

(REGIONAL SCANDINAVIA)

#EXCLUDES EMBASSY'S ONE AMERICAN PIT POSITION THROUGH
8/31/80.

##EXCLUDES MARINE SECURITY GUARD DETACHMENT OF NOCIC
AND 7 WATCHSTANDERS.

###STAFF INCLUDED IN ADMIN. TOTAL PER STATE 058858.

CONSULATE GENERAL

CG 1 1
CONSULAR 1 2
COMMERCE 1
ADMIN 2.
SMITH

CONFIDENTIAL

NNN

Message Attributes

Automatic Decaptioning: Z
Capture Date: 01-Jan-1994 12:00:00 am
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: POLICIES, CERP 0001, ANNUAL REPORTS
Control Number: n/a
Copy: SINGLE
Sent Date: 30-Mar-1977 12:00:00 am
Decaption Date: 22 May 2009
Decaption Note: 25 YEAR REVIEW
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 22 May 2009
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1977STOCKH01368
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: GS
Errors: N/A
Expiration:
Film Number: D770110-0448
Format: TEL
From: STOCKHOLM
Handling Restrictions:
Image Path:
ISecure: 1
Legacy Key: link1977/newtext/t1977035/aaaaaehc.tel
Line Count: 300
Litigation Code IDs:
Litigation Codes:
Litigation History:
Locator: TEXT ON-LINE, ON MICROFILM
Message ID: 501d7db6-c288-dd11-92da-001cc4696bcc
Office: ACTION EUR
Original Classification: CONFIDENTIAL
Original Handling Restrictions: STADIS
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 6
Previous Channel Indicators: n/a
Previous Classification: CONFIDENTIAL
Previous Handling Restrictions: STADIS
Reference: 77 STATE 38356, 77 STOCKHOLM 1367
Retention: 0
Review Action: RELEASED, APPROVED
Review Content Flags:
Review Date: 25-Feb-2005 12:00:00 am
Review Event:
Review Exemptions: n/a
Review Media Identifier:
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 3079643
Secure: OPEN
Status: NATIVE
Subject: PARM - ANNUAL POLICY AND RESOURCE ASSESSMENT - PARTS II AND III
TAGS: AMGT, PFOR, PARM, ECRP, XX, US
To: STATE
Type: TE
vdkgvwkey: odbc://SAS/SAS.dbo.SAS_Docs/501d7db6-c288-dd11-92da-001cc4696bcc
Review Markings:
Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
22 May 2009
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 22 May 2009